

Silpada Career & Compensation Plan Summary

Effective March 1, 2006

SILPADA REPRESENTATIVE RANKS		Rep (SDR)	Senior Rep	Star Leader	Silver Manager	Sterling Manager	Silpada Director		
							Star	Silver	Sterling
YOUR SALES	Personal Profit % on Jewelry Sales	30%	30%	30%	30%	30%	30%	30%	30%
	Personal Profit % on Belt & Watch Sales	15%	15%	15%	15%	15%	15%	15%	15%
OVERRIDE COMMISSIONS	Min. Monthly PCV to Earn Override Commission Check	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500
	Commission on Level 1 GCV <i>The total of all PCV in Level 1.</i>	4%	6%	12%	14%	15%	16%	17%	18%
	Commission on Level 2 GCV <i>The total of all PCV in Level 2.</i>	N/A	3%	6%	7%	8%	9%	10%	10%
	Commission on Level 3 GCV <i>The total of all PCV in Level 3.</i>	N/A	N/A	N/A	1%	1%	2%	2%	2%
	Commission on Level 4 GCV <i>The total of all PCV in Level 4.</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1%
RANK REQUIREMENTS *	Min. Monthly PCV to achieve & maintain Rank	N/A	\$1,250	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750	\$1,750
	Min. # of Monthly 'Qualified' Level 1 Reps to achieve & maintain Rank	N/A	Min. of 2 SDRs or above with \$500 or more PCV each	Min. of 5 SDRs or above with \$500 or more PCV each	Min. of 5 SDRs with \$500 or more PCV each, of which, 2 qual. at Star Leader Rank or above	Min. of 5 SDRs with \$500 or more PCV each, of which, 4 qual. at Star Leader Rank or above	Min. of 8 SDRs qual. at Star Leader Rank or above	Min. of 16 SDRs qual. At Star Leader Rank or above	Min. of 24 SDRs qual. At Star Leader Rank or above
	Min. 4 Month Cumulative New Level 1 PCV <i>Total PCV from the current month and prior 3 calendar months; from Level 1 SDRs, with Entry Dates in the current month and prior 3 calendar months.</i>	N/A	N/A	N/A	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
	Min. Monthly Group Sales GCV <i>Your PCV + the total PCV from all Levels you are being paid on for the month.</i>	N/A	\$3,500	\$10,000	\$35,000	\$100,000	\$275,000	\$600,000	\$1,000,000
BONUS	Rank Achievement Cash Bonus <i>One time bonus paid when Rank is achieved for 4 consecutive months.</i>	N/A	N/A	N/A	\$1,000	\$2,000	\$5,000	\$10,000	\$25,000
	Paid Vacation for Two <i>One time vacation awarded when Rank is achieved for 4 consecutive months.</i>	N/A	N/A	N/A	N/A	N/A	N/A	5 days	10 days

* You must meet the requirements of the prior pay ranks before advancing to the next pay rank. Override Commissions are paid on total Personal Commissionable Values/Volumes (PCV). The PCV of Jewelry sales = 70% of catalog suggested retail price. The PCV of Belt & Watch sales = 35% of catalog suggested retail price. Override Commissions are not paid on any discounted display kit jewelry/belts/watches, free jewelry, or on any closeout or sale merchandise that may carry a temporary wholesale Silpada Representative cost of less than 70% of catalog suggested retail price on jewelry and 85% of catalog suggested retail price on belts and watches. Commission checks will be mailed by the 15th of the following month.